

20 January 1976

MINUTES OF THE MANAGEMENT COMMITTEE MEETING - 14 January 1976

Subject - FY 76 Annual Personnel Plan

1. The Director requested that OTR review the APP Training Section to evaluate the FY 75 achievements and to review its ability to meet the FY 76 requirements. (This data was sent to OTR 9 January 1976.) He also requested a review of the AIS and the Mid Career courses to determine possible duplication.
2. The Director discussed the GS-12 and above Lateral Entry Program and encouraged its use as a source for broadly experienced officers, higher graded EEO candidates, and military expertise. He noted that with the demise of the draft few of our younger professional personnel have the military experience necessary for certain assignments in the Agency.
3. The Director asked that the reports of rotational tours and personnel movements between Directorates be made available to the MAG and indicated the same data for the individual Career Services should be made available to the Directorate MAGs. He feels the information in these reports answers many of the prevailing criticisms that there is no opportunity to move about in the Agency.
4. The matter of the PRA was discussed with the consensus that the whole PRA situation should be carefully monitored with special emphasis on the two-grade PRA and the extensions of the initial PRA.
5. The Director complimented the Agency as a whole for the progress in the EEO field . . . recruitment, appointment and advancement. He asked that a review be made of the achievements of the individual offices and, where appropriate, that letters be prepared acknowledging the special efforts and achievement.
6. The Director noted the amount of component training and asked if the Deputy Directors were happy with this approach to training needs. All commented they were tightening up on such training, and, where possible, combining courses and melding others with related OTR courses.

7. The Director encouraged continued expansion of the language program and asked the DD/I to review the possibility of establishing language positions in CRS, OPR and OCI.

8. The Director indicated his concern with the movement of clerical and technical personnel into professional ranks and asked that such individuals be carefully reviewed to insure they are of the caliber and have the potential to progress beyond the professional entry grades by several grades.

9. The matter of identification of potential marginal and surplus personnel was discussed in detail. The DCI urged where evidence is available early in a career that the individual concerned will not be competitive with his peers, he or she be counseled into other careers, including those outside the Agency. He asked that next year's APP identify the number of separations, resignations or retirements, resulting from counseling. The DD/I reported that last year there were ☐ STAT persons identified in the lowest 3% of the DDI ranking lists and most were advised of their status and received counseling. Seventeen are no longer with the Agency, two are in process for disability retirement, five improved sufficiently to be removed from the list and ten are on new assignments designed to give them the opportunity to improve their performances. DD/O and DD/S&T reported the lower percentile identification and counseling was in process in their Directorates, but neither had specific information as to results.

10. In the discussions on the Merit and Awards Program, the Director noted he felt awards of the Intelligence Star and the Intelligence Cross were too closely held. He also asked that use of the Certificate of Merit be expanded, and commented that the establishment and subsequent use of the Career Intelligence Medal has achieved its objective.

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